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COMMENT OPINIONS

COMMENTARY

Time to Revisit NSERC Grant Rules



By JOHN D. MURIMBOH

AS science and engineering faculty across the country anxiously await the results of the 2011 Discovery Grant competition, it is worth reflecting on the changes the Natural Sciences and Engineering Research Council of Canada (the program's administrator) has introduced over the past two years. The October 2010 CAUT Bulletin highlighted problems with the program's success rates, but a much bigger problem is the disregard of its own rules by NSERC and the executive committees which make the funding decisions.

For those not familiar with NSERC, adjudication of Discovery Grant applications is a two-step process. Members of evaluation "groups," broken down into "sections," based on the match between their expertise and areas of a subset of applications, use a rating sheet to assign scores in reviewing the excellence of the researcher, merit of the proposal, and training of highly qualified personnel. Grant applications with the same overall scores are then grouped into funding bins.

Introduced in February 2009, two months after the 2009 competition deadline, this two-step process was supposed to increase transparency.¹ However, funding recommendations (step two) are controlled by each group's executive committee (consisting of section and group chairs) through the application of undocumented "funding principles." The principles are generally not published, but we can gain insight from the chair of the chemistry evaluation group, who outlined the principles used in the 2010 funding competition – the most recent year for which results are available – in an email listserve conversation.²

Although the process described is specific to chemistry, it is likely this also applies to the four other evaluation groups in which only some of the applicants in

quality bin "J" were funded. Discrepancies between the chair's explanation and NSERC's 2009–2010 Peer Review Manual are also outlined below.

One. "The principles we used were the same principles which have guided former selection committees: fund the early career researchers; we funded both the ECR as defined by NSERC as well as the first renewals" – chair, chemistry evaluation group

The chemistry evaluation group's tradition of funding first renewals effectively ended in the 2009 Discovery Grant competition with the elimination of the 3+2 funding system for early career researchers and first renewal applicants. I was one of the first to benefit from this change.

First renewals are actually established researchers as defined by the Peer Review Manual. (p. 3) There is no mention of first renewal applicants in the manual for the 2010 competition.

Evaluation groups may only establish a different quality cutoff for early career researchers. (Ibid., p. 15) It is therefore apparent the decision to preferentially fund first renewal established researchers was neither consistent nor allowed under NSERC rules at the time. While NSERC's desire to support first renewal applicants is commendable, perhaps the rules should be established before the competition.

Two. "Of the remaining 31 grants (all established researchers), we funded the 10 VSM [very strong/strong/moderate] and not the 21 SSS [strong/strong/strong]. For myself, that was based on my view, and the view expressed to me by many members of the community, that too much weight is based on the training of HQP [highly qualified personnel] and the evaluation of the excellence of the researcher is more objective than the other categories." – chair, chemistry evaluation group

"The combination of an applicant's ratings for the three criteria determines the funding bin." (Peer Review Manual, p. 21)

"Each criterion is important and has equal weight when determining the quality category for the application." (Ibid., p. 3)

Apparently all selection criteria are equal but some are more equal than others.

Three. "The Chemistry community over many years has pushed for selectivity in the awarding of grants. That is clearly evident in the average grant awarded by the Chemistry Evaluation Group: our average grant \$55,092 which is approximately \$14,000 higher than the next highest average for an evaluation group and \$20,000 higher than the average grant of all Evaluation Groups. We maintained this principle in deciding not to reduce the bin values. I also worried that if we cut the bin levels this year, they may erode continually over time ... The option of decreasing all the grant levels for those awarded grants both last year and this year was not modeled or considered." – chair, chemistry evaluation group

"Bin levels, budget permitting in a given competition year, are expected to be in a similar range from year to year." (Peer Review Manual, p. 21)

Corollary: funding for each bin should be reduced if the budget is insufficient. The executive committee's bias for higher grant levels, therefore, should be irrelevant. According to the manual, grant levels for each bin should be determined from the previous year and adjusted based on the available budget.

It is clear that even in the case of significant financial constraints, the manual contained the procedures necessary to assign funding levels without the need for intervention by the executive committee.

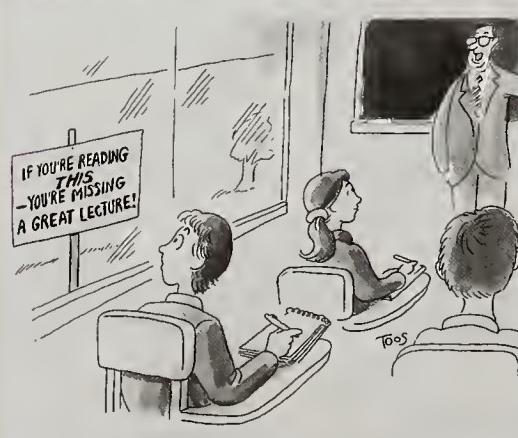
Furthermore, it would appear that all three funding principles used by the executive committee violate numerous rules as outlined in the manual. In addition, these funding principles seem to change arbitrarily from year to year

See TIME TO REVISIT Page A4 ➔

Correction

The CAUT Bulletin's February article "Controversy Mars USask Law Dean Hire" wrongly said that University of Alberta law professor Senjeet Anand was not interviewed by the search committee. The University of Saskatchewan has since corrected the record to show that Anand was interviewed by the search committee in October 2010. The Bulletin regrets the error.

Dans le numéro de février du Bulletin de l'ACPPU, l'article intitulé « U. de la S. : le doyen de la faculté de droit nommé dans la controverse » mentionnait erronément que le professeur de droit Senjeet Anand n'avait pas été interviewé par le comité de recrutement. L'Université de la Saskatchewan a depuis lors apporté un corrigé au dossier pour indiquer que le comité avait bel et bien été interviewé M. Anand en octobre 2010. Nous nous excusons de cette erreur.



PRESIDENT'S COLUMN

National Standards Needed for Research Integrity



By PENNI STEWART

PROMOTING and protecting the integrity of academic research is a central concern of CAUT. We have long been critical of current measures used to assure research integrity and we have been vocal in calling for national standards. A review of research integrity in Canada, by a panel convened by the Council of Canadian Academies, supports our views and provides a vision for moving forward. The state of the "system" and how to foster a positive environment for research integrity were two questions animating the review.

The emergence of this issue involves a number of related factors, most notably the increased mobility of researchers, more multinational and interdisciplinary research, and vastly more complex funding environments in cross-sector collaborations of public and private research partners. The push for new integrity standards arises from heightened public awareness of the importance of reliable research and of the potential harm of wrong doing.

A spectacular recent example is the case of now disgraced British

doctor and medical researcher Andrew Wakefield, whose 1998 *Lancet* article linked the measles, mumps and rubella vaccine to autism. He was found guilty of professional misconduct by the British General Medical Council for failing to reveal material conflicts of interest (he stood to gain financially from the sale of an alternate vaccine and diagnostic tests), altering data, dishonest reporting and breach of ethical standards.

His "research" had a disastrous impact on vaccination rates in the UK and a corresponding rise in measles cases.

But Wakefield's individual case only hints at the larger challenges to integrity that arise through the increasing commercialization of research. In Canada, the stories of physicians Nancy Olivieri and David Healy illustrate the kind of systemic pressures that result from commercialization, including sponsor demands for delay in the publication of findings, for the selective release of data, for industry oversight of academic findings prior to publication and insistence on inappropriate confidentiality of results or even non-disclosure.

A 2009 New York Times article revealed that a pharmaceutical company paid a medical communications firm to draft academic articles

which would then be "authored" by physicians, many of whom had little involvement in the research process. Since then, further revelations of ghostwriting — where the financial and sponsoring role of the pharmaceutical company is purposefully unacknowledged — have shown the practice to be widespread.

At the same time as funding opportunities, international research and industry partnerships have become more important to post-secondary institutions and research cultures of all disciplines have become more individualistic and entrepreneurial. In this competitive environment the pressure to publish is constant, and it is accompanied by new standards for tenure and promotion that would have been unthinkable a decade ago. The rate at which published articles are retracted has also increased over time, suggesting rising academic dishonesty is related to the high-pressure research environment.

How does Canadian research oversight rank against other countries? A study by the Canadian Research Integrity Committee, a broad alliance of 17 government and NGOs that includes CAUT, suggests some serious shortcomings. Its 2009 report, entitled *The State of Research Integrity and Misconduct Policies in Canada*, found a patchwork system

of individual institutional policies, coordinated by the granting agencies (NSERC, SSHRC and CIHR, otherwise known as the Tri-Council) blanket integrity policy.

Notably, there is no national integrity standard. The policies of individual institutions differ considerably. With no consensus definition of research integrity or misconduct, the system is not transparent. Institutions depend on individual complaints to trigger action on misconduct and there is little evidence of proactive education. Whistleblower protection also varied greatly from institution to institution. Moreover, Tri-Council oversight is restricted to academic and medical research institutions with council-funded research and provides no ability for the granting agencies to verify the findings of institutional investigations. The private sector and other public sector bodies are outside the existing network of regulation.

The Council of Canadian Academies' panel reached much the same conclusions in its 132-page report. Its proposed solution is to establish a new independent entity, the Canada Council for Research Integrity. Envisioned as a coordinating body, the council would offer confidential advice to individuals and institutions, collect and disseminate information and promote

best practices and standards.

"The involvement of the broader research community would be key to the credibility and legitimacy of the CCRI," the report said. It said the council would "be in a position to encourage researchers and organizations outside the scope of Tri-Council funding to participate in a Canada-wide system of research integrity." It adds, however, that "issues of sanctioning would continue to rest with Canada's major federal public research funders."

CAUT has long maintained that a single national standard should reflect the best international research integrity practices; cover all research in Canada, including that conducted in the private sector; mandate education and training programs to prevent misconduct; and contain a positive duty on organizations conducting research to provide for the defense of researchers who draw attention to or challenge the misconduct of other researchers or funders."

CAUT also wants to ensure that all institutions' investigations into alleged research misconduct follow strict rules of procedural fairness. The exhaustive reviews by the Canadian Research Integrity Committee and the Council of Canadian Academies are significant steps toward achieving this. ■

LE MOT DE LA PRÉSIDENTE

L'intégrité dans la recherche doit être à tout prix régie par des normes nationales

Par PENNI STEWART

La promotion et la protection de l'intégrité de la recherche universitaire compétent parmi les chevaux de bataille de l'Association canadienne des professeurs et professeurs d'université (ACPPU). Ayant depuis longtemps une opinion défavorable à l'égard des mesures en vigueur à ce sujet, l'ACPPU réclame énergiquement des normes nationales. Par ailleurs, un examen sur l'intégrité de la recherche au Canada mené par un comité d'experts à la demande du Conseil des académies canadiennes (CAC) donne raison à l'ACPPU et propose une vision pour aller de l'avant. Deux aspects, soit l'état du « système » et les mesures à prendre pour favoriser un environnement propice à l'intégrité de la recherche, ont été au cœur de l'étude.

L'émergence de la question de l'intégrité de la recherche comporte un certain nombre de facteurs connexes, en particulier la mobilité accrue des chercheurs, l'intensification

de la recherche multinationale et interdisciplinaire, et les cadres de financement des collaborations intersectorielles entre partenaires en recherche publics et privés, qui se sont nettement complexifiés. En outre, un public mieux renseigné sur l'importance de recherches fiables et les dangers potentiels des actes répréhensibles n'est pas étranger à cet appel à de nouvelles normes touchant l'intégrité.

Nous avons eu droit dernièrement à un exemple frappant, celui du médecin et chercheur britannique Andrew Wakefield, qui a été déchu de son titre pour avoir, dans un article paru en 1998 dans la revue *The Lancet*, établi un lien entre le vaccin contre la rougeole, les oreilles, la rubéole et l'autisme. Le British General Medical Council l'a trouvée coupable de faute professionnelle pour omission de déclarer un conflit d'intérêts sérieux (l'ex-médecin a tiré profit de la vente d'un vaccin concurrent et de tests diagnostiques), falsification de don-

nées, publication d'un article malhonnête et infraction à l'éthique.

Ses « travaux » ont eu des conséquences désastreuses sur les taux de vaccination au Royaume-Uni, entraînant une augmentation du nombre de cas de rougeole.

L'affaire Wakefield ne donne qu'une idée sommaire des assauts plus larges à l'intégrité qu'entraîne la commercialisation croissante de la recherche. Au Canada, le cas des médecins Nancy Olivieri et David Healy met en relief le genre de pressions systématiques qu'engendre la commercialisation, notamment les exigences des commanditaires de retarder la publication des résultats, la divulgation sélective de données, la surveillance par l'industrie des résultats de recherche avant la publication et l'insistance sur une confidentialité déraisonnable des résultats, voire leur non-divulgation.

En 2009, un article du *New York Times* révélait qu'une société pharmaceutique avait retenu les services d'une firme de communications mé-

diacales pour rédiger des articles scientifiques que « signeraient » ensuite des médecins, la plupart ayant peu participé aux travaux de recherche en question. Depuis, d'autres cas de prête-noms, où il a été délibérément omis de reconnaître publiquement le rôle joué par une société pharmaceutique dans le financement ou la commandite, ont été mis au jour, laissant voir que cette pratique est répandue.

Outre les occasions de financement, les partenariats internationaux entre les communautés de la recherche et de l'industrie ont gagné en importance pour les établissements d'enseignement postsecondaire, et la culture de la recherche dans toutes les disciplines a fait une place accrue à l'individualisme et à l'entrepreneuriat. Ce milieu concurrentiel presse sans cesse les chercheurs de publier, sans compter que la permanence et la promotion font l'objet de nouvelles normes qui auraient été impensables il y a dix ans. Le nombre d'articles publiés pour les

quels une rétraction est émise a augmenté, ce qui laisse croire que la malhonnêteté de plus en plus constatée en recherche universitaire serait une conséquence des grandes pressions exercées sur le milieu.

Au chapitre de la surveillance de la recherche, comment se compare le Canada par rapport à d'autres pays? Une étude du Comité canadien de l'intégrité de la recherche, vaste alliance de 17 administrations publiques et ONG, dont l'ACPPU, laisse voir de sérieuses défaillances. Le rapport de 2009 de l'organisme, intitulé *Etat des politiques sur l'intégrité et l'inconduite en recherche au Canada*, décrit un ensemble de politiques institutionnelles disparates coordonné par une politique générale sur l'intégrité des organismes subventionnés (Instituts de recherche en santé du Canada [IRSC], Conseil de recherches en sciences naturelles et en génie [CRSNG] et Conseil de recherches en sciences

Voir L'INTÉGRITÉ à la page A4 ➔

NEWS ACTUALITÉS

NS Students Protest Tuition Fee Increase

Thousands of Nova Scotia students preparing to take to the streets for a "Reduce Fees-Drop Debt" rally Feb. 2 were shocked to learn a day before that the province's next budget would reduce grants to universities by four per cent and also not renew a tuition freeze agreement that expires this month.

One recommendation from last September's controversial report on Nova Scotia's university system by government-hired consultant Tim O'Neill suggested "allowing tuition fees to increase."

"Students and their families were promised a better deal when the NDP was elected," said Gabe Hoogers, Nova Scotia representative for the Canadian Federation of Students, the lobby group that organized the turnout over debt and tuition.

"Instead, the government is using the O'Neill report to justify funding cuts and tuition fee hikes policies they previously condemned."

Advanced Education Minister Marilyn More said tuition fees will increase by three per cent for each of the next three years, but that the government will offset the increases by continuing to fund the student bursary program.

The average student debt from all sources for Nova Scotia graduates is \$31,000.

A 2006 Education Review published by CAUT showed that increases in tuition fees make universities no-go zones for young people



Students march in Halifax Feb. 2 to protest the end of the tuition freeze in Nova Scotia.

from modest backgrounds. Nova Scotia ranked the worst among all the provinces in Canada at that time, with low income families having to spend a startling 67.7 per cent of their after-tax income to meet the cost of tuition fees.

A recent poll conducted by Opinion Search for a coalition of stu-

dents and academic staff showed that 83 per cent of Nova Scotians want tuition fees reduced, while nearly 60 per cent indicated they would be willing to pay higher taxes to make post-secondary education more accessible to more people.

By increasing tuition fees, "the government is completely opposing

the will of Nova Scotians," Hoogers said.

The coalition, in criticizing the government's plans, said the tuition changes impose a higher burden on low-income students, making it a "discriminatory tax." ■

Versión française à la page A7.

Windsor Pulls Plug on Study Group Proposal

STUDY Group has had its plans for a new "pathways" joint venture scuppered by the University of Windsor's Faculty Association after a lengthy campaign that convinced university president Alan Wildeman to refuse to sanction the deal.

Private education corporation Study Group had been working on a proposal for the university to outsource an international student program on the Windsor campus.

Incoming first-year students would effectively have studied at an "international study centre" managed by Study Group and offering a portfolio of specialized language and academic preparation programs to accelerate admission to second year.

Over the last year, a motion regarding a Study Group contract for

the school of business was voted down by Windsor's senate and other motions covering the faculties of science and arts and social sciences were pulled from the table after the business motion failed. These actions were the result of successful lobbying by faculty association members.

Study Group again was an item on last month's senate meeting, but two days before the meeting faculty association president Brian E. Brown says he was informed by the university provost and the president that the Study Group motion would be removed from the agenda.

The senate conceded to having the motion removed at the Feb. 11 meeting after Wildeman spent the opening minutes saying he wanted

to amend the agenda to remove the reference to Study Group due to the uncertainty around a "range of issues" such as whether it was good for students, how it would affect campus unity and whether it was a good business deal.

"Even if the senate passed this motion, I won't sign a deal with Study Group, now or ever," he said.

Administrators started to look into the foreign-student plan two years ago citing a need to boost revenues, Brown says.

"The initiative was academically unsound," he said. "Study Group's centre would be based on our campus, but as a means of reducing overhead, unknown staff would be employed by Study Group. Having a relationship with Study Group

means the University of Windsor is not providing education, but rather purchasing it at market prices, via hollow education policies."

Brown also emphasized the efforts of the faculty association executive in defending academic integrity as the Study Group debate heated up. "The plan was fraught with problems and never should have been brought before the senate, he said. "It's a relief it's now gone."

Senators at February's meeting were called upon to come up with better internal university methods for improving education for international students — methods led by faculty, students and administrators, rather than by private international corporations. ■

Time to Revisit NSERC Grant Rules

From PAGE A2

(e.g., treatment of first renewal applicants). While the 2010–2011 manual has been revised to reflect the preferential treatment afforded to first renewal applicants, the other violations likely remain.

Although I appreciate that executive committees should rely on funding principles appropriate to their communities, presumably these funding principles must be consistent with the Peer Review Manual. Otherwise, what is the point of establishing the rules in the first place?

At the very least, the process has the appearance of unfairness. In the worst case, it suggests the executive committees did not like the rules established by NSERC, so they simply invented them after the grant submission and merit assessment process to achieve a predetermined outcome — increased grant sizes through a reduction in success rates.

It seems the new Discovery Grant adjudication process is actually much less transparent than the system it replaced, as the all-powerful executive committees simply override the decisions and the generally excellent work of the evaluation groups.

Those considering an appeal of grant competition results may be surprised to learn that showing NSERC has violated its own rules may not be sufficient for a "compelling demonstration of error or procedural unfairness in the review process."

NSERC's endorsement of the executive committees' violations is particularly disappointing for a system that was once regarded as the fairest in the world. Given NSERC's reluctance to abide by its own rules, perhaps it should dispense with the adjudication process and simply "sign below" to indicate they approve funding. ■

John Murimbo is a professor of chemistry at Acadia University.

1. NSERC. 2009–2010 Peer Review Manual. Retrieved October 18, 2009.

2. Chair, Chemistry Evaluation Group. [June 7, 2010]. [ccuccl mailing list]. Follow up to last e-mail: Funding of Bin J; available at www.acadlia.ca/~jmurimbo/docs.htm.

The views expressed are those of the author and not necessarily CAUT.

L'intégrité dans la recherche doit être à tout prix régie par des normes nationales

► Suite de la PAGE A3

humaines [CRSH], couramment appelées les trois conseils).

Comme il n'existe pas de normes nationales sur l'intégrité, les établissements se sont dotés de politiques qui varient grandement. Faute d'une définition consensuelle de l'intégrité ou de l'inconduite en recherche, le système est devenu opaque. Les établissements doivent recevoir des plaintes avant d'intervenir en cas d'inconduite et peu d'éléments attestent qu'une sensibilisation est menée de façon active à ce sujet. De plus, un dénonciateur ne béné-

ficiera pas de la même protection d'un établissement à l'autre. Par ailleurs, les trois conseils surveillent uniquement les établissements de recherche universitaire et médicale menant des travaux qu'ils financent, et les organismes subventionnaires n'ont pas les moyens de vérifier les constatations d'enquêtes que réalisent les établissements. Enfin, le secteur privé et d'autres organismes du secteur public sont hors de portée de l'actuelle structure réglementaire.

Le comité d'experts du CAC, qui en est arrivé à des conclusions assez semblables dans son rapport de 134

pages propose de mettre sur pied une entité indépendante, le Conseil canadien pour l'intégrité de la recherche (CCIR). Cet organisme de coordination donnerait de façon confidentielle des conseils aux particuliers et aux établissements, recueillerait et diffuserait de l'information en plus de promouvoir les pratiques exemplaires et des normes.

Selon le rapport, « [la] participation de l'ensemble du milieu de la recherche serait essentielle à la crédibilité et à la légitimité du CCIR », car ce dernier « serait en mesure d'encourager les chercheurs et les organismes non financés par les

trois conseils à participer à un système pancanadien d'intégrité en recherche ». Toutefois, le document prévoit que l'application de sanctions incomberait toujours aux principaux organismes subventionnaires publics fédéraux de la recherche.

L'ACPPU préconise depuis longtemps une norme commune nationale tenant compte des pratiques exemplaires internationales en matière d'intégrité en recherche; visant tous les travaux menés au Canada, y compris par le secteur privé; rendant obligatoires des programmes de sensibilisation et de formation ayant pour but de pré-

venir l'inconduite; et imposant aux organismes qui réalisent des travaux de recherche l'obligation absolue de protéger les chercheurs qui attirent l'attention sur l'inconduite de collègues ou de bailleurs de fonds ou qui s'y opposent.

L'ACPPU tient également à ce que toutes les enquêtes visant des établissements à propos d'allégations d'inconduite dans le domaine de la recherche suivent les règles strictes de l'équité procédurale. Les examens exhaustifs du Comité canadien de l'intégrité de la recherche et du CAR constituent une étape importante vers l'atteinte de cet objectif. ■

NEWS ACTUALITÉS

Deux anciens professeurs de l'Ud'O disculpés à l'issue d'une enquête

UN comité indépendant chargé par l'ACPPU d'enquêter sur les motifs ayant mené en 2005 à la saisie des fichiers électroniques et des documents de deux anciens professeurs cliniciens de l'Université d'Ottawa a publié un rapport provisoire dans lequel il met clairement ces derniers hors de cause.

Le 22 mars 2005, les autorités de l'Hôpital Royal Ottawa et de l'Institut de recherche en santé mentale (IRSM) de l'Université d'Ottawa ont perquisitionné sans préavis le bureau et la salle des dossiers, tous deux sécurisés, de la psychiatre Anne Duffy, y ont saisi les dossiers de recherche, ont bloqué l'accès à la base de données du projet de recherche et ont transféré tous les fichiers électroniques sur une autre unité de réseau.

La docteure Duffy et son collègue le docteur Paul Grof menaient alors une étude psychiatrique à long terme avec des sujets humains. Ils ont appris par la suite que leurs documents de recherche avaient été copiés et que les administrations du Royal Ottawa et de l'IRSM les accusaient d'avoir enfreint les lignes directrices sur l'éthique de la recherche pour avoir omis, entre autres fautes, d'obtenir le consentement éclairé des sujets d'étude.

Le comité d'enquête, dont le rapport final n'a pas encore été publié, a toutefois déterminé qu'il était im-

possible de vérifier avec certitude, compte tenu de la longue durée sur laquelle s'était étendue, si tous les sujets avaient signé ou non un formulaire de consentement.

« Ce qui est vérifiable, en revanche, c'est si les sujets avaient signé qu'ils participaient à un projet de recherche et s'ils comprenaient bien la nature de celui-ci », établit le comité dans son rapport provisoire. « Ce qui a semblé de toute évidence être le cas de tous les sujets que nous avons interviewés. Ils ont dit avoir pleinement confiance en l'intégrité de la docteure Duffy et saisir la pleine importance de la recherche qu'elle mène. »

Le comité observe par ailleurs que, compte tenu de la procédure suivie pour la saisie des dossiers ainsi que des disparités manifestes entre les copies de documents et les originaux, il n'est pas judicieux de tirer de quelconques conclusions sur les raisons pour lesquelles il manquerait des formulaires de consentement.

D'après les résultats de son examen du dossier, le comité rejette comme non fondées les allégations selon lesquelles les docteurs Duffy et Grof auraient enfreint sérieusement les normes d'éthique de la recherche ou les bonnes pratiques cliniques. ■

English on page A7.

BC Budget Offers Zero Percent Financing for Higher Education

ON the heels of last year's budget that froze government funding for public post-secondary institutions and student financial assistance programs for three years, the new BC budget tabled Feb. 15 announced the freeze would extend through an additional year.

The "zero percent" strategy does not protect education, warns David Mirhady, president of the Confederation of University Faculty Associations of British Columbia.

"Students have seen their tuition fees rise 2 per cent every year, and professors have accepted two-year wage freezes. It's only the government that is letting BC's universities fall behind," he said. "Facing similar fiscal difficulties, Ontario and Alberta have continued making substantial investments in post-

secondary education."

Nimmi Takkar, chairperson of the Canadian Federation of Students for British Columbia, said post-secondary students and their families can't afford the so-called "status quo" budget.

"In a time of high unemployment, one of the most important investments a government can make is in higher education and training," she said. "Slowly starving post-secondary institutions and drowning students in debt will hamper the province's economic strength and productivity."

Among graduates who borrow in BC, the average debt is \$27,000, the highest in the country outside of Atlantic Canada. BC students also pay the highest interest rate on student loan repayments in Canada.

A federation analysis of the budget also shows financing of programs designed to help the province's post-secondary students has been reduced by almost 20 per cent since 2009.

Cindy Oliver, president of the Federation of Post-Secondary Educators of BC, said the government's mandate continues the decade-long decline of real per-student operating grants.

"Publicly-funded post-secondary institutions are being forced to reduce access, programs and services at a time when all three should be increasing. BC urgently needs to increase access and opportunities for citizens wanting to start or complete a post-secondary education," she said. ■

Version française à la page A7.

Critical Points & Policy Implications in Charest Speech

QUEBEC Premier Jean Charest attempted to put on a strong front in his inaugural speech that recalled the National Assembly after his surprise prorogation on Feb. 4.

Charest, at a record low popularity, said his Liberal government recognizes employment and education as main pillars for a healthy economy and continuing development.

The premier promised more money for universities while also reiterating that students should expect a rise in tuition fees in the coming months.

The speech was denounced by Quebec's student groups, but supported by the Conference of Rectors and Principals of Quebec Universities.

"What Charest said is that he will increase student debt and reduce access to universities," said Louis-Philippe Savoie, president of the Quebec Federation of University Students. "It will close the doors for low-income families. Students will not let that happen."

Last December, thousands of students flooded into Quebec City to say no to any plan for removing the cap on tuition.

Pre-budget consultations are currently underway, although the gov-

Unfinished Business

The Premier's surprise prorogation meant proposed legislation that had not passed third reading in Quebec's National Assembly died on the order paper, including omnibus Bill 130 that would have replaced the province's existing three research funding agencies with the Quebec Research Fund, an organization that would "represent the government" and be headed by a chief science officer to act as "adviser to the Minister of Economic Development, Innovation and Trade."

Critics said the legislation that would have dismantled arm's length agencies, while aimed at getting rid of bureaucracy, would have predominantly affected the autonomy of future research funding. While the new legislative agenda is silent about Bill 130, the target date for Quebec's first chief science officer to take office is "early 2011."

ernment has already said its focus is on meeting deficit- and debt-reduction targets, which critics fear provides a rationale for public sector cuts and the introduction of user fees.

Throughout his administration, Charest has promised to cut taxes, reform health care and education, downsize and privatize public services and change labour codes to loosen the grip of unions, but the initial volley of measures was

scaled back in the face of fierce resistance.

As the Charest government prepares for a budget over the coming weeks, the Social Alliance, an association of major unions and student movements in Quebec, said it's planning a counter-offensive against any assault on public services. ■

Version française à la page A6.

Quebec to Fine McGill University

QUEBEC education minister Line Beauchamp has confirmed that her government will go ahead with penalties against McGill for hiking tuition fees for its Masters of Business Administration program by almost 1,500 per cent last September.

As the *Bulletin* reported in January, McGill started charging students in its MBA program \$29,500 a year in tuition — from about \$2,000 — claiming it could no longer afford to subsidize the program and compete internationally in the absence of adequate government funding.

McGill reportedly said it planned another \$3,000 increase for the next cohort.

Beauchamp is not buying it, arguing that other Quebec universities offer excellent MBA programs with the flat-tuition model. She has not confirmed the financial penalty that McGill will face. Her predecessor, Michelle Courchesne, who left the education portfolio in a cabinet shuffle last summer, wanted to reduce McGill's funding by an amount equal to the tuition increase.

In an interview with Le Devoir on Feb. 25, Beauchamp confirmed that her ministry had taken an exceptional measure last November in asking for a list of students registered in McGill's MBA program.

"We needed to take account of foreign students and out-of-province students, and that analysis is practically finished. I will soon be able to announce the amount of the penalty to be imposed on McGill," Beauchamp said.

"The government is attempting to avoid the creation of a two-tiered system for MBA programs in Quebec," said James Turk, CAUT executive director. "Quebec students' access to any program has to be based on merit, and not family income, whether they wish to study at Concordia, Laval, Montreal, or McGill or another Quebec university." ■

Québec sévira contre l'Université McGill

LE ministre de l'Éducation du Québec, Line Beauchamp, a confirmé l'intention de son gouvernement de sanctionner financièrement l'Université McGill pour avoir augmenté de près de 1 500 % en septembre dernier, les frais de scolarité pour son programme de maîtrise en administration des affaires (MBA).

Tel que nous l'avons mentionné dans l'édition de janvier du *Bulletin*, l'établissement universitaire montréalais a fait passer le coût de son programme de 2 000 \$ environ à 29 500 \$, soutenant que, faute d'un financement public suffisant, il n'avait plus les moyens de subventionner le programme et de soutenir la concurrence internationale.

L'université envisagerait d'imposer une autre hausse de 3 000 \$ à la prochaine cohorte d'étudiants.

Rejetant les justifications invoquées, la ministre Beauchamp a fait valoir que d'autres universités du Québec offraient d'excellents programmes de MBA dans les limites du modèle de droits de scolarité fixés réglementairement. Elle n'a toutefois pas précisé les modalités des pénalités qu'encourra McGill. Sa prédécesseure, Michelle Courchesne, qui a été affectée à d'autres fonctions par suite d'un remaniement ministériel l'an dernier, avait dit vouloir retrancher de l'enveloppe budgétaire allouée à McGill un montant équivalent à l'augmentation des frais.



L'acceptation dans un programme d'études doit reposer sur le mérite, et non pas sur le revenu familial.

— James Turk
Directeur général de l'ACPPU

Dans une entrevue accordée au *Bulletin* le 25 février, Mme Beauchamp a confirmé que son ministère avait pris une mesure exceptionnelle en novembre dernier en demandant la liste des étudiants inscrits au programme de MBA à McGill.

« Il fallait tenir compte des étudiants étrangers, des étudiants canadiens, et les analyses sont pratiquement terminées. D'ici peu, je serai en mesure de donner les chiffres de la pénalité imposée à McGill », a indiqué la ministre.

« Le gouvernement cherche ainsi à empêcher la mise en place d'un système à deux vitesses en matière de programmes de MBA au Québec », a déclaré le directeur général de l'ACPPU, James Turk.

L'acceptation dans un programme d'études au Québec doit reposer sur le mérite, et non pas sur le revenu familial, quelle que soit l'université québécoise où l'on souhaite poursuivre ses études. ■

ACTUALITÉS

Points critiques et incidences politiques du discours de Charest



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Athabasca University 

Le premier ministre québécois Jean Charest a tenté de montrer une contenance ferme dans son discours d'ouverture à l'Assemblée nationale qu'il a convoquée après en avoir décrété par surprise la prorogation le 4 février.

M. Charest, dont la cote de popularité n'a jamais été aussi basse, a déclaré que son gouvernement libéral citait l'emploi et l'éducation parmi les grands piliers d'une économie prospère et d'un développement durable.

Tout en promettant d'octroyer davantage de fonds aux universités, le premier ministre a cependant réitéré que les étudiants devaient s'attendre à une hausse des frais de scolarité dans les mois à venir.

Le discours, bien que dénoncé par les organisations étudiantes québécoises, a reçu un accueil enthousiasmant de la part de la Conférence des recteurs et des principaux des universités du Québec.

« Ce que M. Charest a dit aujourd'hui, c'est qu'il allait augmenter l'endettement des étudiants et réduire l'accès aux universitaires », a indiqué le président de la Fédération étudiante universitaire du Québec, Louis-Philippe Savoie. « On va fermer les portes des universités aux familles moins nanties, et les étudiants ne le laisseront pas faire. »

En décembre dernier, des milliers d'étudiants sont descendus dans les rues de Québec pour manifester leur opposition contre tout déplafonnement des droits de scolarité.

Bien que les consultations prébudgétaires soient toujours en cours, le gouvernement a déjà fait savoir qu'il s'était donné pour objectifs prioritaires de réduire le déficit et la dette, cela devant servir, comme le craignent certaines critiques, de toile de fond pour justifier des compressions dans le secteur public et l'introduction de frais modérateurs.

Depuis qu'il est au pouvoir, M. Charest s'est engagé à réduire

Actions laissées en plan

La décision surprise du premier ministre de proroger l'Assemblée nationale a eu pour effet de laisser mourir sur le feuilleton des projets de loi qui n'avaient pas franchi l'étape de la troisième lecture, notamment le projet de loi d'ensemble 130 qui aurait remplacé les trois organismes provinciaux de financement de la recherche actuels par le Fonds Recherche Québec, un organisme mandataire du gouvernement et dirigé par le premier scientifique en chef chargé d'agir à titre de « conseiller auprès du ministre du Développement économique, de l'Innovation et de l'Exportation ».

Selon les critiques, ce projet de loi aurait démantelé les organismes Indépendants, mais, même s'il était censé supprimer la bureaucratie, aurait surtout porté atteintes à l'autonomie du financement futur de la recherche. Bien que le nouveau programme législatif ne fasse aucune mention du projet de loi 130, la date cible de l'entrée en fonction du premier scientifique en chef du Québec est fixée au début de 2011.

les impôts, à réformer les systèmes de soins de santé et d'éducation, à comprimer et privatiser les services publics et à réviser le code du travail pour desserrer l'emprise des syndicats, mais la série de mesures promises s'est jusqu'ici heurtée à une farouche résistance.

Alors que le gouvernement Charest travaille à l'établissement de son budget, l'Alliance sociale, un regroupement de grandes organisations syndicales et étudiantes du Québec, a indiqué qu'elle se prépare à lancer une contre-offensive pour faire échec à toute attaque contre les services publics. ■

English on page A5.

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Inquiry Exonerates Former Ottawa U. Profs

An independent committee of inquiry appointed by CAUT to investigate why computer files and documents were seized in a 2005 incident has issued an interim statement clearing two former University of Ottawa faculty members of wrongdoing.

On March 22, 2005, officials with the Royal Ottawa Hospital and the uOttawa Institute of Mental Health Research accessed the secured office and file room of psychiatrist Anne Duffy, without prior notice, and confiscated research records as well as closed down her research project database and moved documents maintained electronically to a different network drive.

Duffy and her colleague Paul Grof were leading a long-term psychiatric research study with human test subjects. They later learned their research material had been copied and that administrators with the Royal Ottawa and IMHR alleged they had violated research ethics guidelines, including failure to obtain proper informed consent.

While CAUT is still waiting for the release of the final report, the committee of inquiry has determined that the long-term nature of the study makes it impossible to verify with certainty if all subjects signed a consent form or not.

“What can be verified is whether research subjects knew that they participated in research and whether they had a good understanding of the nature of the research. This seemed clearly the case for all of the research subjects we interviewed,” the committee’s statement



Medical professors Anne Duffy & Paul Grof had their research records seized & copied.



says. “They also expressed a strong confidence in the integrity of Dr. Duffy and in the importance of the research she conducted.”

The committee also found that the way in which the files were seized and the apparent inconsis-

tencies between the copied materials and the originals make it inappropriate to draw any conclusions about the reasons why any consent forms were absent.

It concludes that it is unwarranted to allege Duffy and Grof com-

mitted serious violations of research ethics norms or good clinical research practices, based on its investigation made on the incident. ■

Version française à la page A5.

Les étudiants de la Nouvelle-Écosse dénoncent la hausse des frais de scolarité

ALORS que la mobilisation se mettait en place en vue d’un grand rassemblement prévu le 2 février pour réclamer la baisse des frais de scolarité et de la dette étudiante, des milliers d’étudiants de la Nouvelle-Écosse ont été outrés d’apprendre la veille que le gouvernement de la province allait réduire de 4 % le financement des universités dans son prochain budget et qu’il ne renouvelerait pas le moratoire sur le gel des frais de scolarité qui devait prendre fin ce mois-ci.

Dans le rapport controversé sur le système universitaire provincial qu’il a produit en septembre dernier à la demande du gouvernement, l’économiste Tim O’Neill avait recommandé de permettre l’augmentation des frais de scolarité.

« Or, une fois élus, les néo-démocrates avaient promis aux étudiants et à leurs familles d’améliorer sensiblement la situation », rappelle Gabe Hoogers, représentant de la Fédération canadienne des étudiantes et étudiants en Nouvelle-Écosse, le groupe de pression responsable de l’organisation de la manifestation d’étudiants.

« Au lieu de cela, le gouvernement se sert du rapport O’Neill pour justifier les compressions de financement et les hausses des droits de scolarité, alors qu’il avait auparavant condamné de telles mesures. »

La ministre de l’Enseignement supérieur Marilyn More a annoncé, pour chacune des trois prochaines années, des augmentations des droits de 3 % qui seraient compensées par

l’apport continu de fonds publics au programme de bourses d’études.

La dette étudiante moyenne, toutes sources confondues, s’élève à 31 000 \$ chez les diplômés de la Nouvelle-Écosse.

L’ACPPU avait établi, dans un numéro des *Dossiers en éducation* publié en 2006, que les hausses des frais de scolarité rendaient l’accès aux études universitaires impossible aux jeunes issus de milieux modestes. Elle y constatait également que, de toutes les provinces canadiennes, la Nouvelle-Écosse était celle qui imposait les frais les plus élevés, où les familles à faible revenu devaient dépasser le pourcentage ahurissant de 67,7 % de leur revenu net d’impôt pour acquitter ces frais.

Un récent sondage réalisé par Opinion Search pour le compte d’une

coalition d’étudiants et de membres du personnel académique révèle que les Néo-Écossais sont favorables à 83 % à une réduction des frais de scolarité, près de 60 % se disant même disposés à subir une hausse de leurs impôts si cela devait permettre à un plus grand nombre de personnes de poursuivre des études postsecondaires.

En augmentant les droits de scolarité, fait valoir M. Hoogers, « le gouvernement agit carrément à l’encontre de la volonté des Néo-Écossais ». ■

La coalition accuse le gouvernement d’intensifier ainsi le fardeau des étudiants à faible revenu en leur imposant une « taxe discriminatoire ». ■

English on page A4.

Rapport de l’ACPPU : l’écart salarial entre les professeurs et les professeures s’est rétréci

→ Suite de la PAGE A1

primés au mérite, ainsi que les conséquences des interruptions de carrière.

« Il nous faut trouver de meilleurs moyens de corriger chacun de ces facteurs afin d’assurer une plus grande équité entre les sexes », soutient Mme Stewart.

La principale limite de l’étude

tient au fait que les données disponibles ne dégagent pas de variables importantes, essentielles pour dresser un tableau complet de la répartition des salaires chez tous les membres du personnel académique.

« L’enquête de Statistique Canada sur laquelle s’appuie l’étude de l’ACPPU ne fournit aucune donnée sur les facteurs démographiques

clés », observe le directeur général de l’ACPPU, James Turk. « Ce qui nous empêche de déterminer dans quelle mesure, comme il est ailleurs montré, les membres du personnel académique racialisés, autochtones ou ayant un handicap gagnent beaucoup moins que leurs autres collègues. »

C’est pourquoi, dit-il, l’ACPPU continue de presser Statistique Ca-

nada d’intégrer des données démographiques complètes dans son enquête sur le personnel enseignant travaillant dans les universités et les collèges canadiens. ■

SUR LE NET

L’étude de l’ACPPU sur l’équité en matière d’emploi peut être consultée à www.acppu.ca/uploads/EquityReview5-fr.pdf.

C.-B. : rien dans le budget pour l’éducation supérieure

SUIVANT de près le budget de l’an dernier par lequel le gouvernement britanno-colombien imposait pour trois ans un gel du financement des établissements postsecondaires publics et des programmes d’aide financière aux étudiants, le nouveau budget provincial déposé le 15 février dernier prolonge ce gel d’une autre année.

La stratégie du « zéro pour cent » ne favorise nullement la protection de l’éducation, met en garde David Mirhadji, président la confédération des associations de personnel académique de la Colombie-Britannique (CUFA/BC).

« Les étudiants doivent composer avec une hausse annuelle des frais de scolarité de 2 %, et les professeurs ont accepté un gel de leurs salaires de deux ans. Le gouvernement est l’unique responsable du retard que subissent les universités de la Colombie-Britannique », accuse-t-il. « Malgré des difficultés financières semblables, l’Ontario et l’Alberta continuent d’investir des ressources considérables dans l’éducation postsecondaire. »

La présidente de la Fédération canadienne des étudiantes et étudiants pour la Colombie-Britannique, Nimmie Takkar, estime que les étudiants du postsecondaire et leurs familles ne peuvent tout simplement pas faire les frais du précédent « budget du statu quo ». ■

« En période de chômage massif, il est d’une importance cruciale que le gouvernement investisse dans l’éducation supérieure et la formation », souligne-t-elle. « Les établissements postsecondaires de plus en plus privés du soutien de l’État et les étudiants croulant sous les dettes conduiront au relâchement de la prospérité économique et de la productivité de la province. »

La dette moyenne des étudiants diplômés qui contractent des emprunts en Colombie-Britannique s’établit à 27 000 \$, soit la dette la plus élevée au pays en dehors de la région de l’Atlantique. Sans compter que les étudiants de cette province paient le plus haut taux d’intérêt au Canada sur les prêts étudiants.

Dans son analyse du budget, la fédération constate que le financement des programmes provinciaux d’aide aux étudiants du postsecondaire a enregistré un recul de près de 20 % depuis 2009.

De son côté, la présidente de la Federation of Post-Secondary Educators of BC, Cindy Oliver, affirme que la politique budgétaire du gouvernement ne fait qu’accentuer la régression, amorcée il y a dix ans, du chiffre réel des subventions de fonctionnement octroyées par étudiant.

« Les établissements postsecondaires financés par l’État sont ainsi contraints à réduire l'accès, les programmes et les services alors que ceux-ci devraient tous augmenter. La province doit de toute urgence accroître l'accès et les possibilités pour les citoyens qui souhaitent entreprendre ou terminer des études postsecondaires », ajoute-t-elle. ■

English on page A5.

CAREERS CARRIÈRES

numbers and email addresses of at least four referees. Applications should be received by March 2011 by email to: me_chiv@uvic.ca or addressed to Professor Ned Ditch, Chair and Co-Director, Environmental Engineering Program Committee, University of Victoria, PO Box 3058 Stn CSC, Victoria, BC, Canada, V8W 3P6. The University of Victoria, BC, is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who contribute to the further diversification of academic life. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

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Faculty Positions – 2011/2012

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Dr. Kim Fedderson, Orillia Campus Dean
Lakehead University, Orillia Campus
500 University Avenue, Orillia, ON L3V 0B9
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Review of applications will begin on March 30, 2011 and continue until the positions have been filled.

Lakehead University is a comprehensive university with campuses in Thunder Bay and Orillia. It offers post-secondary undergraduate and graduate programs as well as research expertise that meet specific regional needs. The University is known for its multidisciplinary teaching approach that emphasizes collaborative learning and independent critical thinking.

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Candidates should send a letter of interest, curriculum vitae, examples of published work, and three letters of reference to:

Dr. Wendy Thomson, CBE, Professor and Director
School of Social Work, McGill University
3505 University Street, 3rd Floor, Montreal, Quebec, H3A 2A7
Email: wendy.thomson@mcgill.ca

The search committee will begin reviewing applications on April 30, 2011, and will continue to do so until a suitable candidate is found.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority

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Chair, Department of Public Health Sciences

The School of Public Health at the University of Alberta invites nominations and applications for the position of Chair, Department of Public Health Sciences. In particular, the School seeks an innovative academic leader who has the creativity and the vision to take the Department to new levels of achievement.

The School, created in 2006, is Canada's first stand-alone Faculty in Public Health and works collaboratively inside and outside the University to build connections between public health research, policy and practice at provincial, national, and international levels. It is committed to becoming the first School of Public Health in Canada to be accredited by the Council on Education in Public Health by 2012. The University of Alberta in Edmonton is one of the top 100 teaching and research universities in the world. Founded over a century ago, the University has an annual budget in excess of \$1 billion and attracts over \$500 million in external research funding. Its 18 Faculties offer almost 400 undergraduate and graduate programs.

The Department, which is part of the School of Public Health, is committed to training and research in epidemiology, biostatistics, health policy and management, environmental health sciences, and global health with an emphasis on community engagement. The Department has 28 faculty members and offers three graduate programs in several disciplines: a course-based MPH, a thesis-based MSc, and a PhD. Almost 800 students have graduated from the Department since it was formed fifty years ago. Current research interests of Department faculty include health technology assessment, diabetes treatment outcomes, healthy weights in school children and maternal health in Pakistan. External research funding has averaged \$6 million annually. For additional information please go to the School website at www.publichealth.ualberta.ca.

The Chair, who reports to the Dean of the School of Public Health, will provide strategic and innovative leadership to the Department that will enhance its programs in research, graduate education and community engagement, both nationally and internationally. The Chair will promote interdisciplinary collaboration in the Department, the School and the University, and be instrumental in developing external relationships and community networking and engagement. The successful candidate will be eligible for a tenured senior academic appointment, will have a graduate degree or higher in a related field as well as substantial experience and a significant reputation in the field of public health, and will possess a wide range of skills and experience including proven leadership abilities, strong academic credentials or clear linkages with the academic community, a distinguished record in university teaching and research, and a sustained record of leveraging funds in the field.

The competition will remain open until the position is filled; the earliest date of appointment is July 1, 2011. Written nominations, applications, or expressions of interest for the position should be submitted in confidence to the address shown below.

To apply online visit www.careers.ualberta.ca/Competition/A109813403

Roberta Zopf
School of Public Health
5-10 University Terrace
8303 112 Street
Edmonton, Alberta, Canada
T6G 2T4
chairs.search@sph.ualberta.ca
Fax: (780) 492-9579

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



CAREERS CARRIÈRES

with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify by writing "yes" to the Dean of the Brantford Campus, Dr. Bruce Arai. Further information on the equity policy can be found at: https://www.wlu.ca/page.php?gr_id=2465&id=10345. The deadline for applications is Friday, January 28, 2011.

III CRIMINOLOGY (TENURE-TRACK) – Wilfrid Laurier University, Wilfrid Laurier University's Brantford campus invites applications for a tenure-stream appointment in Criminology at the rank of Assistant Professor, subject to final budgetary approval. The appointment commences July 1, 2011. Laurie Brantford is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. The campus serves both an honours program in Criminology and a new Master of Arts in Criminology. The successful candidate will be expected to be able to teach both general and advanced theory courses as well as other courses in the both programs. A re-

search interest in the area of policing is also preferred. Candidates are encouraged to identify existing courses and resources that may be available that they would be qualified and willing to teach. A PhD or near completion, is required. The discipline of the degree is open, but a PhD in Criminology, sociology, political science, or related social sciences is preferred. Evidence of successful teaching and a productive program of research are essential. Applicants are required to send their application package, including cover letter, curriculum vitae, a list of ten letters of reference, and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Lauren D. Elsler, Chair, Criminology Hiring Committee, Laurier Brantford, 73 George Street, Brantford, Ontario N3R 6G3. Email applications will not be accepted; however, letters of reference from referees may be e-mailed to Ms. Margaret Harris (mharris@wlu.ca). Wilfrid Laurier University is committed to employment equity and diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candi-

dates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify by writing "yes" to the Dean of the Brantford Campus, Dr. Bruce Arai. Further information on the equity policy can be found at: https://www.wlu.ca/page.php?gr_id=2465&id=10345. We invite all applicants in advance for their interest is Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications is March 1, 2011.

■ CRIMINOLOGY & CRIMINAL JUSTICE – University of the Fraser Valley, Located in beautiful Abbotsford, British Columbia, Canada, and outside of Vancouver, the School of Criminology and Criminal Justice receives applications for one full-time faculty position to begin August 1, 2011 (subject to budgetary approval). The University of the Fraser Valley is the second largest university in 16,000 students annually pursuing more than 100 degrees, diploma and certificate programs. Our commitment to teaching excellence is supported by small class sizes, support for active research and scholarship, and a friendly sup-

portive environment open to collaboration and innovation. According to the Globe and Mail's 2010 Canadian University Report, UFV is at the top of the list in the small university category, earning an A grade in most satisfaction categories of education, and teaching, and an A+ in student ho-

of quality teaching and research, and a demonstrated ability to teach core curriculum at the undergraduate and graduate levels, advise and support students, and help fulfill a broad range of school and university commitments are also required. Preference will be given to candidates with a demon-

Peter B. Gustavson School of Business and the Centre for Asia-Pacific Initiatives University of Victoria



University
of Victoria

The Peter B. Gustavson School of Business and the Centre for Asia-Pacific Initiatives invite applications for the Jarislowsky CAPI East Asia (Japan) Chair. The Chair will be at the rank of professor in the Faculty of Business. The Chair will also be a member of, and play a key role in, the Centre for Asia Pacific Initiatives. The appointment is effective January 1st, 2012.

East Asia (including Japan) focused scholars with an established reputation in their area of expertise, an established publication record, teaching experience, fluency in an Asian language, and a network of personal and institutional contacts in East Asian Studies are encouraged to apply. The Chair should have a good understanding of and practical experience working in Japanese and East Asian cultures and environments. The Jarislowsky CAPI East Asia (Japan) Chair complements CAPI's two other chairs in Asia-Pacific Relations, namely Legal Relations and China.

The Jarislowsky CAPI Chair will be provided with 50% release time from regular teaching and administrative responsibilities. The Chair, in turn, is expected to develop and administer a CAPI program involving research, advisory and conference initiatives that attract third-party funding and connections with other universities and research institutes in Japan and elsewhere in the East Asian region.

The appointee will be expected to contribute to an already excellent working relationship between CAPI and the Faculty of Business while contributing substantially to his/her discipline, and to have a demonstrated active Asia-Pacific outreach program with a proven capacity for attracting external funding support.

The appointee will teach courses in cross-cultural Management and/or Marketing in the Faculty of Business and be expected to participate actively in graduate student supervision. He/She will work to develop a program to educate students to attain thorough knowledge, understanding and appreciation of Asian cultures, so that they can work and perform effectively in this culture. The work of the Chair will be to prepare students for the cultural aspects of their international exchanges, cross-cultural experiences and international work placements. He/She will develop and deliver courses and programs to ensure cross-cultural competence in students and will develop best practices in cross-cultural education.

Applicants should send their full academic résumé, samples of their work, details of their present research agenda, preferred teaching subjects and names and coordinates (including e-mail addresses) of three referees, to the Director, Centre for Asia-Pacific Initiatives, Rm C147, Sedgewick Building, P.O. Box 1700, STN. CSC, Victoria, BC, Canada, V8W 2Y2, or e-mail to capi@uvic.ca. Applications should be received by April 30th, 2011.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the future diversification of the University.

All qualified candidates and especially women are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority.



University of
Lethbridge



Faculty of Education

The Faculty of Education of the University of Lethbridge seeks to fill a tenure-track position in Aboriginal Studies Education at the rank of Assistant or Associate Professor.

The appointment carries the following key expectations:

- Fluency with current theories and practices in areas of expertise
- Engagement in scholarly or creative work
- Contribution to the undergraduate program, including teaching undergraduate courses and supervising preservice practicum students
- Contribution to the graduate program, including teaching of graduate courses and supervising graduate student research

Qualifications: include a doctoral degree completed or near completion in Aboriginal Studies Education or equivalent; a minimum of two years successful K-12 classroom teaching experience; eligibility for teacher certification in Alberta (B.Ed. or equivalent); a broad background in the integration of FNMI content across subjects and grade levels; and an ability to work closely with FNMI communities and schools. Knowledge of Blackfoot history, culture and language is desirable. Likewise, the candidate will demonstrate exemplary teaching skills, a strong commitment to research and publication, and the ability to develop and maintain relationships with school systems. Applicants are encouraged to indicate other areas of expertise relevant to teaching and research in education. The ability to integrate communications technology into the teaching and research repertoire will likewise strengthen applications for this position.

Academic Setting: Lethbridge is one of the warmest and sunniest cities in Canada with almost 2,400 hours of sunshine per year. Located in southern Alberta, Lethbridge is two hours south of Calgary and one and a half hours north of Montana, centrally located among the four Blackfoot speaking nations. With a population exceeding 85,000 and close proximity to Banff National Park and Waterton Lakes National Park, it is an excellent place to live and work that offers a wide range of recreational and cultural facilities.

Applications: which must be accompanied by a curriculum vitae and the names of three references, should be sent to Dr. Craig Loewen, Interim Dean, Faculty of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Electronic applications are welcomed and may be sent to dorcy.mckenna@uleth.ca. Applicants are encouraged to apply early as the first review of applications will be conducted in mid-March 2011. For further information about the Faculty of Education visit our website at <http://www.uleth.ca/education>.

Employment Equity: This position is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DALHOUSIE
UNIVERSITY

Inspiring Minds

Assistant Professor School of Architecture

We invite applications for a teaching position in architectural design. This is a full-time, tenure stream appointment as Assistant Professor. Candidates should demonstrate an ability to teach core undergraduate courses in a studio and lecture format, and to supervise graduate theses. She/he should propose a graduate studio and a graduate research seminar. For best consideration, applications should be received by **15 March 2011**, however applications will be considered until the position is filled.

Send general inquiries to the
Faculty of Architecture and Planning, Dalhousie University
P.O. Box 1000, 5410 Spring Garden Road, Halifax, Nova Scotia, Canada B3J 2X4
E-mail martha.barnstead@dal.ca
Telephone (902) 494-3210

All are encouraged to apply; Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

More information at archplan.dal.ca/positions.

CAREERS CARRIÈRES

didates must have completed the PhD and demonstrate achievement or potential for high research, teaching, and/or leadership. Please send an application letter and curriculum vitae, and three confidential reference letters to be sent directly by referees. Materials should be sent to: Chair, Ethnomusicology Search Committee, Wilfrid Laurier University, 6361 Memorial Road, Vancouver, BC V6T 1Z2. Deadline April 1, 2011. Questions about the position may be addressed to: music@wlu.ca. For more information about the search for Music, please visit music.wlu.ca. UBC has no basis of merit and it is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

F

FILM STUDIES — Wilfrid Laurier University. The Department of English and Film Studies invites applications for a tenure-track appointment in Film Studies commencing 1 July 2011. Subject to budgetary approval. Applications should be sent to: Chair, Department of English and Film Studies with a specialization in Digital and New Media Studies, A Ph.D., teaching experience, and publications are required for this position. Candidates must have a strong research record and a demonstrated record of excellence in teaching in Film Studies, especially at the undergraduate level. The successful applicant will be expected to teach courses from the first year of the program's first-year introductory courses all the way through to the program's MA and PhD programs. Interested applicants should submit a letter of application, curriculum vitae, sample publications (maximum 25 pages), a teaching dossier with summaries of course evaluations and course outlines, and arrange to have three professional letters of reference sent to: Dr. Paul Jessop (gloss@wlu.ca). Further information on the equity policy can be found at <http://www.wlu.ca/page/p79,p=2465&p=10545>.

J

JOURNALISM — Wilfrid Laurier University. The Brantford campus of Wilfrid Laurier University invites applications for one position in Journalism. The program at the rank of Assistant Professor in the Faculty of Media, Culture, and Communication. This position begins July 1, 2011. It is subject to budgetary approval. Laurier Brantford's Journalism program is interdisciplinary. It nurtures and emphasizes critical thinking as essential to journalism while also encouraging an engaged citizenry. Our approach emphasizes journalism skills and practices as embedded in social and political contexts. This includes examining the ways in which the media represent up-to-date and accurate relations in society. We are currently developing a new MA in Critical and Investigative Journalism that reflects this approach, and are seeking someone who can play a key role in building the initiative while also contributing to our undergraduate program. The professoriate will dilate with experience in Investigative Journalism. We will consider candidates with expertise in: investigative research and/or reporting; critical theory; news media databases; computer-assisted computational research; deep ethnography; social justice and/or public interest research. The candidate's professional work should demonstrate significant achievement and emphasize a mission as a means to explore deeper social and cultural issues and/or promote social change. The candidate must have a Master's degree or be near completion and/or evidence of significant research. Teaching experience will also be considered in assessing the candidate's professional work. The candidate will teach into the undergraduate Journalism program, as well as the proposed graduate program. These courses will focus on news media, critical theory, research, and reporting, and researching social and political issues. Given the interdisciplinary nature of the Laurier Brantford campus, the candidate will be expected to teach courses related to the area of research, both inside and outside of the Journalism program. Other programs offered at Laurier Brantford are found at: http://www.wlu.ca/dept/journalism.php?p_id=37. Applications are due March 15, 2011. In addition to a cover letter, curriculum vitae, evidence of academic research, a statement of teaching interests and evidence of teaching effectiveness, a portfolio consisting of published or unpublished writing, evidence of the candidate's ability to conduct in-depth research will also be considered. Applications should be directed to: Journalism Program Head Committee, Laurier Brantford, 73 George Street, Brantford, ON N3S 2L2. Submission of application documents and materials, candidates should arrange for three letters of reference to be sent directly to Journalism Program Coordinator, Dr. Sue Ferguson. Letters can be sent to: Dr. Sue Ferguson, Journalism Program Assistant, Sarah Willey, at swwiley@wlu.ca. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals and encourage all qualified persons with disabilities, Aboriginal persons, and persons of visible minorities to apply; however, Canadian citizens and permanent residents of Canada will be given priority. This position is subject to budgetary approval. For information on the BA Specialization in Law and Society, and some of the relevant courses see http://www.wlu.ca/undergraduate/environment_sustainability.htm and http://www.wlu.ca/undergraduate/courses_hum.html. For courses numbered GEOL 3XX International URL: http://www.geog.wlu.ca/geog_wbc.html. For more information, email: instructors@wlu.ca.

L

LAW & SOCIETY (TENURE-TRACK) — Wilfrid Laurier University. Wilfrid Laurier University is a Brantford campus. Invites applications for a tenure-stream appointment in Law and Society at the rank of Assistant Professor, subject to final budgetary approval. The appointment will begin July 1, 2011. Laurier Brantford is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. The campus offers an honours program in Law and Society. The successful candidate will be expected to be available to teach several courses in the program. Candidates are encouraged to identify existing courses and new courses that may be developed in their area of research and interest. A Ph.D. or near completion is required. The discipline of the degree is open, but a Ph.D. in law, criminology, sociology, psychology, or related disciplines is preferred. Evidence of successful teaching and a productive program of research are required. Applicants are required to send their application package, including cover letter, CV, sample publications, teaching letter, evidence of scholarly writing, and a dossier to: Lauren D. Ester, Chair, Law and Society, Haring College, Laurier Brantford, 73 George Street, Brantford, ON N3S 2L2. Two to three applications will not be accepted. Interested letters of reference from referees may be mailed to: Ms. Margaret Harris (mjharris@wlu.ca). Wilfrid Laurier University is committed to equity and values diversity.

H

HEALTH SCIENCES — Wilfrid Laurier University. The Faculty of Health Sciences application deadline for tenure-track positions in the area of Health Sciences at the Assistant Professor level beginning July 1, 2011, subject to budgetary approval. This position will complement existing expertise in a newly developed high-profile program in health sciences, health policy, health services, health research methods or program evaluation. In addition, preference will be given to candidates whose program of research is closely aligned with one of the following areas: prevention, promotion and community health; health services research, end-of-life health of vulnerable populations. The incumbent will join either the Department of Kinesiology and Physical Education, or the Department of Psychology;

whichever is most closely aligned with their academic background. However, she will contribute primarily to the teaching and development of the Health Sciences program and will have the opportunity to provide leadership and direction to this growing program. Applicants should send a curriculum vitae, copies of relevant and competitive research interests, a statement of current and past teaching experience, philosophy and interests, and contact information (address, telephone, and email) for at least three academic referees. Tel: (519) 885-1211 ext. 7122. Deadline April 1, 2011. Questions about the position may be addressed to: music@wlu.ca. For more information about the search for Music, please visit music.wlu.ca. UBC has no basis of merit and it is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply. Canadian and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates must self-identify to be considered for employment equity. Only Canadian citizens and Permanent Residents will be given priority. In confidence, to the Dean of the Faculty of Science, Dr. Paul Jessop (gloss@wlu.ca). Further information on the equity policy can be found at <http://www.wlu.ca/page/p79,p=2465&p=10545>.

The Selection Advisory Committee will be given review reports on March 15, 2011, however, the position will remain unfilled until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be more transparent and fiscally responsible, UVU will contact only candidates receiving an interview. We thank all applicants for considering UVU for employment. UVU is committed to the principle of equity in employment.

MEDICINE (CARDIOVASCULAR BIOMEDICAL RESEARCH) — Dalhousie University. The Faculty of Medicine invites applications to fill two tenure-stream positions at the Assistant or Associate Professor level on the new Faculty of Medicine campus in Saint John, New Brunswick. Successful applicants will be expected to develop a translational research program in cardiovascular disease including on-site graduate training. Four researchers and their teams will work within a new 5800 sq ft laboratory, including

open-concept shared bench and floor space, with separate spaces for microscopy, bacterial and tissue culture, and animal care. You will have the unique, exciting opportunity to help build a brand-new research program. The Dalhousie Medical Research Network (DMRN) (<http://newbrunswick.medicine.dal.ca>) opened in September 2010, linking 12 medical students per year. Successful applicants will make important contributions to the delivery of the Dalton House medical curriculum. A five-minute walk takes

UNIVERSITY OF SASKATCHEWAN

Five New Faculty Positions in Water-Related Sciences

SCHOOL OF ENVIRONMENT & SUSTAINABILITY & GLOBAL INSTITUTE FOR WATER SECURITY

The School of Environment and Sustainability (SENS) at the University of Saskatchewan (U of S) invites applications for up to five full-time tenure-track faculty positions at the level of assistant, associate, or full professor. The successful candidates will join a cross-disciplinary science and modelling team to support the development of a \$30-million research programme within the University's new Global Institute for Water Security (under development) led by Canada Excellence Research Chair in Water Security (CERC) Howard Wheater. This exciting initiative builds on a long history of national leadership in hydrology, aquatic toxicology and other water-related expertise at the U of S that includes more than 65 faculty and 9 research chairs, and world-class facilities such as the Centre for Hydrology, the Toxicology Centre, and the Canadian Light Source synchrotron. The five new appointments are envisaged in the following areas; additional details can be found at www.usask.ca/sens.

- Hydrometeorology and climate science:** Coupled land-atmosphere modelling, including land-surface system model development, data assimilation methods, and the analysis and modelling of hydrological extremes.
- Statistical hydrology and stochastic processes:** Stochastic modelling of hydro-ecological systems, including climate model performance analysis and downscaling methods development, and the modelling and analysis of spatial-temporal precipitation.
- Water resources systems and hydro-informatics:** Hydrological and water resources systems modelling, including assimilation of remote-sensing data products and the development of decision support systems for water resources modelling under uncertainty.
- Surface water quality assessment and modelling:** Water quality model development for coupled terrestrial and aquatic environments, including assessment of the impacts of climate change and land management activities on contaminant fate and transport, biogeochemical cycling, and lake eutrophication.
- Hydro-ecological assessment or modelling:** Assessment or modelling of aquatic ecosystem dynamics, including processes at the land-water interface and at the ecosystem end/or watershed scale, under conditions of anthropogenic or environmental change.

The appointees will be expected to address one or more of the three core themes of the CERC programme (Climate Change and Water Security, Land-Water Management and Environmental Change, Sustainable Development of Natural Resources) and to contribute to the development of interdisciplinary water research across the University and with external partners such as Environment Canada.

A successful candidate must have a PhD, an established national or international reputation for research (or clear evidence of the potential to achieve this) in one of the areas listed above and relevant to the core themes of the CERC programme, a demonstrated ability to secure research funding, and a proven track record of teaching and research supervision. Excellent interpersonal skills are required, and evidence of successful research collaboration with national and international stakeholders and researchers is desirable.

Successful candidates will be appointed to tenure-track positions in the School of Environment and Sustainability, but may also seek joint appointments with other academic units if desired and appropriate. Review of applications will begin March 15, 2011, and continue until suitable candidates are identified.

The University of Saskatchewan is located in Saskatoon, Saskatchewan (www.tourismsaskatoon.com), a city with a diverse and thriving economic base, a strong research cluster, a vibrant arts community, and a full range of leisure opportunities. The University has a reputation for excellence in teaching, research, and scholarly activities, and offers a full range of undergraduate, graduate, and professional programs to a student population of about 20,000. The University is one of Canada's leading research-intensive universities. For information about the University of Saskatchewan, please visit www.usask.ca. For information about the School of Environment and Sustainability, please visit www.usask.ca/water. Further details about the U of S CERC programme can be found at www.usask.ca/water.

To be considered for one of these opportunities, please send your CV, a letter of introduction, the names of three referees, and a summary of your proposed research program and graduate training philosophy in confidence to:

Kate Wilson, Confidential Secretary to the Search Committee
School of Environment and Sustainability, University of Saskatchewan
Saskatoon, SK Canada S7N 5C8 / E-mail: kate.wilson@usask.ca

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Applications will be judged solely on academic promise and achievement, but for candidates of equal ability, Canadian citizens and permanent residents will be given priority.

UNIVERSITY OF SASKATCHEWAN

www.usask.ca

Kick Start Your Job Hunt AcademicWork.ca

La recherche d'emploi accélérée TravailAcademique.ca



CAREERS CARRIÈRES

Assistant Professor in Mining Engineering

CIVIL ENGINEERING
University of Toronto



The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment to this position will be made 1 July 2011, or as soon as possible thereafter. Candidates are sought with a strong background in mining engineering.

The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research and candidates must be able to display evidence of excellence in teaching and research. The successful candidate will be associated with the Lassonde Institute and the Lassonde Mineral Engineering Program.

The Lassonde Institute promotes and facilitates cross-disciplinary research related to challenges facing the mineral and energy sectors. Construction is currently in progress for the new home of the Lassonde Institute, a \$20-million mining innovation centre to be completed by the Spring of 2011. The Lassonde Mineral Engineering Program is an interfaculty and interdisciplinary undergraduate course of study offered by the Department of Civil Engineering that crosses traditional barriers in university education. Graduates gain a diversified education in the areas of mining, geology, and other relevant applied science and engineering that makes them highly sought by industry, consulting and research establishments.

The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate courses in the Lassonde Mineral Engineering Program. Candidates capable of contributing to the teaching of mine feasibility studies, and together with surface and underground mine planning and design, will be given particular consideration. The successful candidate will teach at the graduate level in their area of expertise.

Candidates should hold a doctoral degree and must be eligible for registration as a Professional Engineer in Ontario. Salary will be commensurate with qualifications and experience.

All interested parties are encouraged to apply on-line at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please send your applications to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB107, Toronto, Ontario, M5S 1A4.

Application should include a detailed curriculum vitae (including publications and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least four professional and character referees. The closing date for receipt of applications is March 14, 2011.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

you from the Program's main research and education building through the Saint John campus of UNB, past the health sciences training facility of the New Brunswick Community Health Care Board, the cardiac hospital which is home to the NB Heart Centre (www.ahsc.health.nb.ca/Programs/NBHC/). Saint John is a coastal city located in the Maritimes, Bay of Fundy, with a metropolitan population of 320,000 (www.tourismnb.com). Successful applicants will be appointed to the appropriate department in the Faculty of Medicine at Dalhousie University (www.dal.ca) located in Halifax, Nova Scotia, that will provide support to you in Saint John. You will also have an apartment at the University of New Brunswick, which has an open mind to teaching and learning. Undergraduate and graduate programs on campus. Applicants from all basic science disciplines are invited to apply, including (but not limited to) biochemistry, in molecular/cell biology, pharmacology, developmental biology, pharmacology, immunology and physiology. Cardiovascular diseases of interest could include (but are not limited to) atrial fibrillation, stroke, acute coronary syndrome, hypertension, valvular heart disease, cardiomyopathy, heart failure, arrhythmia and hyperension. Applicants must have a PhD or equivalent and significant postdoctoral experience. The rank of the applicant will be chosen based on their individual attributes including demonstrated potential to conduct independent biomedical research and to teach at the undergraduate and graduate levels. Teaching process will also emphasize how the candidate's strengths and interests will fit into a cohesive research group, with strong links to the

clinical cardiovascular team at the NB Heart Centre and to researchers at both the University of New Brunswick and the University of Dalhousie. Applications for University Faculty of Medicine Application period will close May 15, 2011 or until this position is filled. Please send a curriculum vitae, a two-page description of your present research philosophy and a brief statement of teaching philosophy and arrange to have 3 letters of reference (2 of which must be academic) sent under separate cover directly to: Dr. Tony Reaven (Tremaine School of Nursing, Dalhousie University, 1000 Medowie New Building, c/o Ms. Kelly Shriman, P.O. Box 5050, 100 Tucker Park Road, Saint John, NB, Canada, E2L 4L5). All qualified candidates are asked to apply. We welcome Canadian and permanent residents and will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, recently visible persons and women.

P

■ PHYSICS — University of the Fraser Valley

The University of the Fraser Valley is the school of choice for 16,000 students annually in the Fraser Valley. Academic and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a fierce sense of community. We are known for our commitment to innovation. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the category of teaching quality. We are a Grade A college in most satisfied students, quality of education, and teaching, and an A+ in student faculty interaction and class size.

The Department of Physics at the University of the Fraser Valley is seeking applicants for a full-time faculty position to commence August 1, 2011, or soon thereafter (subject to budgetary approval). We are seeking enthusiastic individuals who can teach out standing physics courses and communicate effectively with undergraduate students, are able to instruct across a broad range of the undergraduate physics or engineering curriculum, and can develop new and innovative courses and research projects. We are particularly seeking an individual and department but the successful candidate will also be expected to maintain a research program, preferably one which involves students, or seek funding from external sources. The candidate must have a PhD or a PhD in Physics or Engineering or in another closely related discipline, demonstrate teaching excellence at an undergraduate level, have effective communication skills, and be able to teach across a broad range of the undergraduate physics and/or engineering curriculum. An active research program, such as one that could be conducted by TRIUMF or one that fits in line with the Fraser Valley is an asset. Shortlisted applicants may be required to undergo a criminal record check. Candidates should submit curriculum vitae; evidence of teaching excellence (student evaluations, evaluations on one's own or supervisor of teaching philosophy including examples of innovative approaches to teaching and course design if available); one-page statement of prior research interests, and three names of referees. Applications, quoting Posting #2011.03 should be sent to: Employee Services; University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 5C2. Tel: 604-854-3544; Fax: (604) 854-3536. Website: www.ufv.ca. The Selection Advisory Committee will begin reviewing applications on February 28, 2011; however, the position remains open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, we encourage all applicants receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

■ PSYCHOLOGY — Bishop's University. The Department of Psychology at Bishop's University (Sherbrooke, Quebec) invites applications for a tenure-track position in Health Psychology starting July 1, 2011, conditionally subject to budgetary approval. Applications are welcome at all levels of experience. Postdoctoral but a research agenda focusing on health-promoting behaviors that might include sports, physical activity and/or nutrition would be preferred. Candidates should have a proven track record of high-quality publications and that potential to attract external funding. The demonstrated ability to provide high-quality teaching on a variety of topics at the undergraduate level is essential. Experience teaching and supervising graduate students is preferable as the candidate will be expected to be involved in the establishment and development of a graduate program in Health Psychology at Bishop's University. Bilingualism, although not essential, is an asset. Applicants should provide a letter of intent, a current curriculum vitae, a statement of research achievements and future research interests, a teaching statement, and at least two letters of reference to: Benoit-Antoine Bacon, PhD, Chair, Department of Psychology, Bishop's University, 2650 College Street, Sherbrooke, QC, J1M 1Z7. Applications will remain open until March 1, 2011 and will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply. Bishop's University is committed to employment equity and encourages applications from women, Aboriginal people, people with disabilities and visible minorities.

■ PUBLIC HEALTH — University of British Columbia. Applications are invited for a position in the School of Population and Public Health at the University of British Columbia at the rank of Assistant or Associate Professor, Tenure Track. The successful candidate will participate in the teaching programs and activities of the School of Population and Public Health, will be involved in undergraduate medical education, five graduate degree programs (MHA, MHSc, MPH, MSc, PhD), and a Royal College residency program in Community Medicine. The successful candidate will also be expected to maintain an active, well-funded research program and to participate actively in the core administrative functions of the school that includes a leadership role



Tenure Track Position

DEPARTMENT OF BUSINESS ADMINISTRATION
ROYAL MILITARY COLLEGE OF CANADA



Poste menant à la permanence

DÉPARTEMENT D'ADMINISTRATION DES AFFAIRES
COLLEGE MILITAIRE ROYAL DU CANADA

The Royal Military College of Canada invites applications to the Department of Business Administration for a tenure-track bilingual position at the level of Assistant Professor or Associate Professor.

Candidates must be able to teach courses at the undergraduate and graduate level in three of the following areas: business policy, project management, operations management, supply chain management, entrepreneurship, marketing, statistics, quantitative methods and management information systems. Experience in supervision of student projects and theses, experience teaching distance courses, a demonstration of research papers published in refereed journals, experience presenting papers at academic conferences and experience with university administration are factors that may be considered in selection.

The required qualifications are a PhD or its equivalent in Management/Business Administration (DBA), an ability to teach in several areas of Management/Business Administration as listed above and a demonstrable record of research activity and scholarship in one of the listed areas. All-but-dissertation candidates who are close to completion will be considered.

This position is bilingual.

Starting salary and rank will be in accordance with experience and qualifications. The expected start date is July 4, 2011.

Interested candidates can find application details at www.rmc.forces.gc.ca/per/emp/index-eng.asp

Applications will be accepted until midnight (PST) on March 31, 2011.

Les candidats doivent détenir un doctorat en gestion ou en administration des affaires (DBA), ou l'équivalent, être en mesure d'enseigner dans plusieurs des domaines de la gestion ou de l'administration des affaires énumérés ci-haut, et fournir une liste de leurs activités de recherches dans un des domaines indiqués, avec preuve sur demande. Les candidats qui sont sur le point de déposer leur thèse seront considérés si toutes les autres exigences menant à l'obtention du diplôme sont remplies.

Ce poste est bilingue.

Le salaire initial et l'échelon seront établis en fonction de l'expérience et des compétences. La date anticipée d'entrée en fonction est le 4 juillet 2011.

Les candidats intéressés peuvent consulter www.rmc.forces.gc.ca/per/emp/index-fra.asp

La date limite d'acceptation des candidatures est fixée au 31 mars 2011 à minuit (HNP).

Canada

CARRIERS CARRIÈRES

In the MHA program, Applicants should hold a PhD degree or an MPA or equivalent degree in public administration, public health or a related field. Applicants will be judged based on evidence of research and teaching excellence. Priority will be given to those applicants who hold or have the potential to hold competitive career development salary awards, who provide the best fit with the School's core mandate and mission, and who can excel at teaching MHA students and other courses in the School. Salary awards commensurate with qualifications and experience. The anticipated start date is July 1, 2011, or upon a date to be mutually agreed. Applications, including curriculum vitae, teaching and research statements, and names and the names of four referees should be sent to: Dr. Carolyn Gotay, Professor and Interim Director, c/o Virginia Anthony, School of Population and Public Health, 2200 Main Mall, Vancouver, V6T 2Z3. Email submissions: virginia.anthony@ubc.ca. Closing date: March 31, 2011. The University of British Columbia is Canada's third largest university and consistently ranks among the 35 best universities in the world. Located in Vancouver, UBC is a research-intensive university and has an economic impact of \$4 billion to the provincial economy. The Faculty of Medicine, one of the top medical schools in North America, provides innovative programs in the areas of health and life sciences through a province-wide delivery model. The Faculty of Nursing stands at the forefront of undergraduate and post-graduate nursing education and generates more than \$240 million in research funding each year, throughout the province. UBC hires on the basis of merit and is committed to diversity. Minority groups, disabled persons, and encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, sexual and gender minorities, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. However, Canadian and permanent residents of Canada will be given priority.

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WOMEN & GENDER STUDIES — Wilfrid Laurier University: The Women and Gender Studies Program invites applications for a tenure-track appointment at the rank of Assistant Professor, starting July 1, 2011, subject to final budgetary approval. All interested in applicants whose research is in the field of sexuality studies. An interdisciplinary field of study, sexuality studies understands sexualities as sociohistorical constructions, and considers factors such as gender, class, race, ethnicity, nationality, age, ability, health and religion. Studies of sexuality are approached from a variety of disciplines and constellations, including feminist, queer, political, cultural and cultural ones. Among the field's central foci include the examination of lesbian, gay, bisexual, transgendered, transsexual, intersexed, heterosexual, and heterosexual identities; families and issues in times of historical, religious, communities, and their organization. Sexuality studies is a crucial component of Women and Gender Studies programs and it is also the most rapidly growing field to consolidate. The candidate's work in sexuality studies would be located at the conjunction of (and would have a strong background in) both feminist theory and queer theory and their application to politics, literature, art, and/or one or more of the following areas: transnationalism, masculinity studies, health and medicine, and/or law. Preference will be given to candidates with a completed PhD, a strong research record, and demonstrated record of excellence in teaching, especially at the undergraduate level. The successful applicant will be expected to teach the large Introduction to Women and Gender Studies course along with other courses, including the development of senior courses in their area of study. Applicants should forward a hard copy of their cover letter, curriculum vitae, sample publications, teaching dossier (course evaluations, etc.), dossier, etc., and three names and contact information of three professional referees, to: Ms. Faith McCord, Senior Administrative Assistant to the Women and Gender Studies Program by March 23, 2011. Wilfrid Laurier University is committed to equity and diversity, and values inclusivity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal peoples, and persons of all ages. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment. Equity, diversity and health identifier. In confidence to the Dean of Arts, Dr. Michael Carroll (mcarron@wlu.ca). Further information on the equity policy can be found at https://www.wlu.ca/page.php?erp_id=2465&p=10345.

ACCOMMODATIONS

SOUTH OF FRANCE — Furnished one bedroom apartment in village near Lodève west of Montpellier from \$1,200 per month and three bedroom house (sleeps 6) in Puyloubier, near Aix en Provence from \$1,400 per month, both with wifi, terrace, washing machine, dishwasher, broadband internet included. Children welcome. Call Kathryn Chittick/Stephen Brown: (705) 749.3497 or (705) 748.1014 x7733. Email k.chittick@btinternet.com

EDMONTON, ALBERTA — Furnished 3-bedroom flat available on rental from September 2011 to June 2012. Centrally located (New Town). All modern conveniences, including gas central heating, washing machine, dishwasher, broadband internet included. Children welcome. Call Kathryn Chittick/Stephen Brown: (705) 749.3497 or (705) 748.1014 x7733. Email k.chittick@btinternet.com

LANGUEDOC, FRANCE — Great Holiday Rentals. Languedoc area near Montpellier/Mediterranean. Medieval house & studio apartment. Self Catering. From \$650/week for 2 people. www.rueumontbelcom. Enquiries: sjevent@shaw.ca

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- Award is for one year

Bourse commémorative J.H. Stewart Reid pour études doctorales 2011-2012

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

Date limite :
30 avril 2011

Information :
<http://stewartreid.ca>

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- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
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2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2 Email // Courriel : stewartreid@caut.ca



DEAN, FACULTY OF SCIENCE & TECHNOLOGY

Mount Royal University (MRU) is one of Canada's oldest new universities. With its dedicated focus on instruction and scholarship, MRU seeks to become Canada's foremost university by every measure related to student success and satisfaction. Mount Royal prides itself on its commitment to students, its emphasis on teaching and learning, the development of scholarship and collaboration with our communities. Our vision is "creating exceptional learning experiences for a world of possibilities." We have a large number of new degree programs, with others planned, and there is a high level of student demand for those programs. Mount Royal has approximately 13,000 students currently enrolled in credit courses as well as a large continuing education component.

The Dean of Science and Technology will provide innovative and visionary leadership as the Faculty expands research opportunities and develops academic programs and educational strategies tailored for today's learners. The ideal candidate will be an experienced and dynamic leader whose focus on the strength and breadth of the Faculty of Science and Technology and its future potential, inspires faculty and staff to deliver a world-class experience to students, and promotes excellence and innovation in research. S/he will bring academic leadership experience and superior communication and organizational skills to the position.

To learn more about this unique leadership opportunity, please contact Maureen MacLean or Maureen Geldart at (604) 926-0005 or forward your CV, a letter of introduction and the names of three referees in confidence to info@thegealdartgroup.com.

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